

WLAC-AM, WNRQ-FM, WRVW-FM, WSIX-FM, WUBT-FM
EEO PUBLIC FILE REPORT
April 1, 2011 - March 31, 2012

I. VACANCY LIST

See Section II, the "Master Recruitment Source List" ("MRS�") for recruitment source data

Job Title	Recruitment Sources ("RS") Used to Fill Vacancy	RS Referring Hiree
Sales Account Executive	5-6, 8, 12-13, 19, 24, 26, 34-35	35
Sales Account Executive	5-6, 8, 12-13, 19, 24, 26, 34-35	6
Program Manager	1-2, 5, 8, 13, 16, 19, 23-26, 28, 35	23
General Sales Manager	5-6, 8, 10, 16, 19, 24-25, 28, 34-35	10
Market Manager	6-7, 9-11, 35	11
Sales Assistant	1, 5-6, 8, 16, 19, 23-26, 28, 34-35	23
Sales Assistant	1, 5-6, 8, 16, 19, 23-26, 28, 34-35	6
Sales Account Executive	1, 5-6, 8, 16, 19, 24-26, 28, 34-35	35
Sales Account Executive	1, 5-6, 8, 16, 19, 24-26, 28, 34-35	6
Anchor/Producer	1-2, 6, 8, 10, 16, 19, 24-26, 28	6
Anchor/Producer	1-2, 6, 8, 10, 16, 19, 24-26, 28	10
Staff Engineer	7, 27, 33, 35	35
Sales Account Executive	1, 5-6, 8, 13, 16, 19, 23, 26, 28, 35	35
Promotions Director	1, 5-6, 8, 10-11, 13, 16, 19, 25-26, 28, 35	11
On Air Personality	1, 5-6, 8, 14, 16, 19, 25-26, 34-35	35
Sales Assistant	5-6, 8, 16, 19, 23-26, 28, 35	6
Operations Manager	1, 4-5, 8, 11, 13, 15-20, 22, 24, 26-30, 32-33	11
Traffic Coordinator	1, 5-6, 8, 13-14, 16, 19, 25-26, 31, 35	35
General Sales Manager	1, 3, 5-6, 10, 13, 16, 19-21, 25, 35	35
Total Traffic Account Executive	6, 11, 19, 35	11
Sales Account Executive	1, 5-6, 8, 13-14, 16, 19, 24-26, 28, 31, 35	35
Sales Account Executive	1, 5-6, 8, 13-14, 16, 19, 24-26, 28, 31, 35	35
On Air Personality	7, 35	35

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
1	All Access Tennessee Phone : Url : www.allaccess.com Email : Fax : Manual posting Career Services	N	2
2	All Access 28955 Pacific Coast Hwy Suite 210-5 Malibu, California 90265 Phone : Url : http://www.allaccess.com Email : Fax : Career Services	N	5
3	Alliance for Women in Media formerly American Women In Radio and Televisiony 1760 Old Meadow Road Suite 500 McLean, Virginia 22102 Phone : 703-506-3290 Url : www.allwomeninmedia.org Email : kniswander@awrt.org Fax : 1-703-506-3266 Kate Niswander	N	0
4	Alliance for Women in Media formerly American Women In Radio and Televisiony 1760 Old Meadow Road Suite 500 McLean, Virginia 22102 Phone : 703-506-3290 Url : www.allwomeninmedia.org Email : Fax : Manual posting Kate Niswander	N	0

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
5	Belmont College Belmont Blvd Nashville, Tennessee 37203 Phone : 615-460-6490 Email : Fax : Manual posting Career Services	Y	0
6	Clear Channel Careers Website 200 E. Basse Road San Antonio, Texas 78209 Phone : Url : www.clearcareers.com Email : Fax : Manual posting Career Services	N	18
7	Exigent Circumstances Nashville, Tennessee Phone : Email : Fax : Manual posting n/a n/a	N	0
8	Fisk University 1000 17th Avenue South Nashville, Tennessee 37208 Phone : 615-329-8500 Email : Fax : Manual posting Career Services	Y	0
9	Inside Radio Texas Phone : 800-640-8852 Email : Fax : Manual posting Gene McKay	N	1
10	Internal Posting	N	6
11	Internal Transfer/Promotion	N	4

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
12	Job Fair	N	2
13	Lambuth University 705 Lambuth Blvd Jackson, Tennessee 38301 Phone : 731-758-3337 Email : Fax : Manual posting Dawn Key	Y	0
14	Lipscomb University Attn: Career Services One University Park Drive Nashville, Tennessee 37204 Phone : 615-996-7007 Email : Fax : Manual posting Career Services	N	0
15	Middle Tennessee Career Center 621 Mainstream Drive Suite 210 Nashville, Tennessee 37228 Phone : Email : Fax : Manual posting Career Services	N	0
16	Middle Tennessee State University PO Box 2 Murfreesboro, Tennessee 37132 Phone : 615-898-4698 Email : Fax : Manual posting Martha Turner	N	0
17	My Air Check #1-771 Gibsons Way Gibsons, Texas Phone : 604-740-1374 Email : registration@myaircheck.com Fax : 1--- Scott Russell	N	0

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
18	Nashville Scene 2120 8th Avenue South Nashville, Tennessee 37204 Phone : 615-244-8119 Email : Fax : Manual posting Career Services	N	0
19	Nashvillehelpwanted.com Tennessee Phone : Url : www.nashvillehelpwanted.com Email : Fax : Manual posting Career Services	N	0
20	National Association of Black Journalists 11350 McCormick Road, Suite 101 Executive Plaza III Hunt Valley, Maryland 21031 Phone : 888-491-8833 Email : Fax : Manual posting Customer Service	N	0
21	National Hispanic Media Coalition 55 S Grand Avenue Pasadena, California Phone : (626) 792-NHMC Email : info@nhmc.org Fax : 1--- Alex Nogales	N	0
22	National Hispanic Media Coalition 55 S Grand Avenue Pasadena, California Phone : (626) 792-NHMC Email : Fax : Manual posting Alex Nogales	N	0
23	Other Website (not directly contacted by SEU)	N	6

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
24	South University - Columbia 9 Science Court Columbia, South Carolina 29203 Phone : Email : Fax : Manual posting Aimee Carter	Y	0
25	Tennessee Association of Broadcasters Two International Plaza Drive Suite 507 Nashville, Tennessee 37217 Phone : 615-365-1840 Url : http://www.tabtn.org Email : Fax : 1-615-365-1842 Career Services	N	0
26	Tennessee State University 3500 John Merritt Blvd Nashville, Tennessee 37209 Phone : 615-963-7451 Email : Fax : Manual posting Career Services	N	0
27	Tennessee Tech University 1 William L Jones Drive Attn: Career Services Cookeville, Tennessee 38501 Phone : na Email : Fax : Manual posting Career Services	N	0
28	The Art Institute of Tennessee 100 Centerview Drive Suite 250 Nashville, Tennessee 37214 Phone : Email : Fax : Manual posting Tiffany Speights	Y	0

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29	The Freeform Radio Initiative, Inc. Post Office Box 530369 Miami, Florida 33153-0369 Phone : 305 982 7233 Email : announcements@thefreeformradioinitiative.org Fax : 1--- Scott McWilliams	N	0
30	The Tennessean 1100 Broadway Nashville, Tennessee 37203 Phone : 615-726-8910 Email : Fax : Manual posting Sondra Simmons	N	0
31	Trevecca Nazarene University 333 Murfreesboro Rd Nashville, Tennessee Phone : Email : Fax : Manual posting Career Services	N	0
32	Unknown	N	2
33	Vanderbilt University Career Center 310 25th Avenue South Suite 220 / Student Life Center Nashville, Tennessee 37240 Phone : na Email : Fax : Manual posting Career Center	N	0
34	Walk-In/Self-Referral	N	6
35	Word-of-Mouth Referral	N	31
TOTAL INTERVIEWS OVER REPORTING PERIOD:			83

Where the source is identified as "unknown", upon inquiry from the SEU, the interviewee(s) reflected herein did not adequately identify the referral source.

Lambuth University suspended operations on June 1, 2011 and notified the SEU on January 24, 2012 that it wanted to resume receiving the SEU's vacancy information.

The Art Institute and South University-Columbia requested notifications only for non-sales positions.

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	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
1	5/1/2011	Establishment of an intern program designed to assist members of the community	From May 2011 through July 2011, our SEU hosted nine interns from Belmont College, Vanderbilt University, Austin Peay University, and TN State University, Middle Tennessee State University, University of North Carolina, and Western Kentucky University. Five of the interns experienced and learned about careers in broadcasting by working in our events department under the supervision of our Events Coordinator; one intern worked in the programming department under the supervision of our Promotions Director and morning show hosts, one intern worked in the news department under the supervision of our Program Director and News Director, and one intern worked in the web design department under the supervision of our Web Manager.	4	Promotions Director Program Director Webmaster/Content Mgr Events Coordinator
2	7/12/2011	Participate in events sponsored by or on behalf of organizations in the community representing groups interested in broadcast employment issues	On July 12, 2011, our SEU hosted a tour for Friends Life, a non-profit organization dedicated to improving the lives of individuals with disabilities. The 12 attendees learned about career opportunities in broadcasting by observing the artist performance space, viewing an in-studio demo and participating as a "live studio audience" and talking with our Market Manager.	4	Market Manager Executive Assistant Premiere Radio On Air Personality
3	7/20/2011	Participate in events sponsored by or on behalf of organizations in the community representing groups interested in broadcast employment issues	On July 20, 2011, our SEU hosted a tour for the Goodwill Summer Youth Group, a program designed to expose young adults to career opportunities and skills to carry into their first jobs. The 16 attendees learned about careers in broadcasting by observing the artist space, receiving demos of the traffic center and the studio, and speaking with our Market Manager and one of our on-air personalities.	3	Market Manager Executive Assistant On Air Personality

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	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
4	8/1/2011	Establishment of an intern program designed to assist members of the community	From August 2011 through December 2011, our SEU hosted ten interns from Belmont College, Middle TN State University, Austin Peay State University, and TN State University. The interns experienced and learned about careers in broadcasting by working in our promotions department under the supervision of our Promotions Director.	1	Promotions Director
5	11/1/2011	Participation in events or programs sponsored by educational institutions	On November 1, 2011, our SEU hosted a tour for students from Western Kentucky University School of Broadcasting. The eight attendees learned about careers opportunities in broadcasting by touring the traffic center, studio, and imaging studio and speaking with our Director of Sales and Imaging Director.	3	Director of Sales Executive Assistant Imaging Director
6	11/8/2011	Participation in Job Fairs	On November 8, 2011, our SEU participated in the Belmont University's Curb College Internship fair. Station participants included our Marketing Director, Graphics and Web Designer, and an On-Air Personality.	2	Marketing Director Graphics and Web Designer On Air Personality
7	11/14/2011	Participation in events or programs sponsored by educational institutions	On November 14, 2011, our SEU hosted a tour for students from Tennessee State University. The eleven attendees from the Multimedia Journalism Class viewed our artist space, traffic center, studio, and met with one of our Producers and one of our On-Air Personalities.	3	Executive Assistant WLAC News/Programming On Air Personality
8	11/14/2011	Participation in events or programs sponsored by educational institutions	On November 14, 2011, our Director of Sales and one of our Account Executives spoke to a TV and Radio Programming class at Tennessee State University about sales, social networking, and other topics related to careers in broadcasting.	2	Director of Sales Account Executive
9	11/16/2011	Participation in events or programs sponsored by educational institutions	On November 16, 2011, our Program Director spoke to a TV and Radio Programming class at Tennessee State University about several topics related to careers in broadcasting.	1	WLAC Program Director

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10	1/2/2012	Establishment of an intern program designed to assist members of the community	From January 2012 through May 2012, our SEU hosted ten interns from Belmont College, TN State University, Middle TN State University, Vol State University and Lipscomb University. Eight of the interns experienced and learned about careers in broadcasting by working in our promotions department under the supervision of our Promotions Directors and the other two worked in our events department under the supervision of our Events Coordinator.	3	Promotions Manager Promotions Manager Events Coordinator
11	3/20/2012	Participation in Job Fairs	On March 20, 2012, our SEU participated in the Internship and Summer Jobs Fair at Middle TN State University's in Murfreesboro, TN. Station participants included our Marketing Director, Our Administrative Assistant, one of our on-air personalities, and our Graphics and Web Designer.	3	Marketing Director Grahics and Web Designer Acct/Admin Assistant
12	3/23/2012	Hosting of Job Fair	On March 23, 2012, our SEU hosted a job fair at our main studio facility. Station participants included our Director of Sales and our General Sales Managers, who met with and interviewed persons interested in careers in broadcasting.	4	Director of Sales General Sales Manager General Sales Manager General Sales Manager